



APPLICATION PACK

POSITION:
HEAD OF SPANISH



**Churston Ferrers
Grammar School**

Learning to create a better world




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WELCOME

FROM THE STUDENT PRESIDENTS

Dear Applicant,

First off, thank you so much for expressing your interest in joining our school community. We're Zuzia and Adam, your student presidents at Churston Ferrers Grammar School. Along with our brilliant vice presidents - Anna, Daisy, Tom, Kitto, and Eva - we'd love to share what makes our school such a wonderful place to learn and teach.

When we joined Churston six years ago, we were immediately struck by the community spirit. It's not just that teachers know our names (though they do) - they genuinely understand what makes each of us thrive. From our Year 7 induction to our 6th form taster sessions, we still remember the small, but meaningful interactions with staff that reflect the core values at the heart of our school.

Our commitment to Scholarship, Self Development, Active Citizenship, Social Justice and Sustainability aren't confined to posters on walls - they're embedded into our daily school life. Whether it's Anna and Daisy taking a lead as Wellbeing Ambassadors, Kitto committing to tutoring younger students or Tom and Eva beginning their own societies for the subjects they feel most passionate about, we see these values in action every day.

What makes us most proud about Churston is how we celebrate each person's unique contribution to the school's community - student and staff alike. From our own experience, we genuinely feel that there's a wonderful balance here - academic excellence matters deeply, but so does personal growth and wellbeing. The pastoral system here isn't just a structure - it's a genuine safety net that supports many of us when we need it. It's this kind of inclusive approach that makes Churston feel like a second home to so many of us and sets us apart from other schools and places of work.

Beyond the classroom, Churston offers a wealth of opportunities - sports teams, clubs, performances and trips - that help us discover our hidden talents, skills and passions. We've both had the chance to grow in ways we'd never have imagined since when we started here, and that's thanks to the dedication and encouragement of the staff we are surrounded by.

If you're considering joining the teaching team at Churston, know that you'll be entering a community where values aren't just talked about - they're lived every day. You'll work with students who are curious, engaged and kind. And while we absolutely have our challenging days (especially during exam season!), there's a collective spirit here that makes even the difficult moments worthwhile.

As a final message, in more simple terms: if you feel that you share our enthusiasm, drive, passion for education, and eagerness to help others, then you'll fit in perfectly, and we can't wait to meet you!

Zuzia and Adam

Student Presidents 2025/26

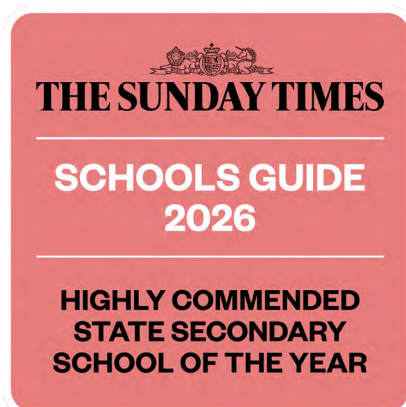


WELCOME

FROM THE HEADTEACHER



James Simpson
Headteacher



Welcome to Churston Ferrers Grammar School, and thank you for your interest in the position of Head of Spanish.

Churston Ferrers is the most westerly of England's co-educational grammar schools, sitting in a beautiful location at the bottom of Torbay with easy access to stunning coast and countryside as well as excellent transport links to Plymouth, Exeter and beyond. We work in partnership with other schools in the area, as well as nationally through the Grammar School Heads Association.

Churston is a school where we all believe in the importance of a truly rounded education that combines academic excellence with outstanding personal development and pastoral care. As an academically selective school, we work with motivated and hard-working students who want to achieve: our students embody the school's expectations that they Be kind, Aim high, Work hard and Take responsibility. Our outstanding student services team and well-established culture of pastoral support mean that Churston students are able to achieve their goals in a caring, nurturing environment. The school's outcomes are outstanding and we were proud to be named Highly Commended State School of the Year by the Sunday Times in their 2026 School Guide.

The school's commitment to the development of our students' wider interests and passions is evidenced by a thriving scene of clubs, societies, sports, arts and trips. Our students leave Churston with a clear understanding of the positive impact they can have on the world around them. The passions and interests of the Churston staff are central to our development of our students' awareness of the importance of Social Justice, Sustainability and Active Citizenship.

We are committed to recruiting and retaining the very best staff to give our students the education they deserve. We have a strong reputation for employee wellbeing: the staff body is a cohesive and welcoming one and our working culture is explicitly protective of family and private time. We are also committed to staff personal and professional development, dedicating resources and support to ensure that everyone feels a strong sense of autonomy, relatedness and competence in their work.

We look forward to hearing from you.

OFSTED VIEWS

'Leaders provide a broad and ambitious curriculum. There are high expectations for what all pupils can achieve, including those with special educational needs and/or disabilities (SEND). Leaders have a clear vision for the intent of the curriculum.'

'Pupils are happy at school and enjoy strong relationships with staff. They are positive about the education they receive, both in and beyond the classroom.'



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SCHOOL VALUES

SCHOLARSHIP

Through learning, we can create a better world; academic high performance is the result of aspiration, curiosity and taking personal responsibility.

SELF DEVELOPMENT

Through seizing opportunities and being positively self-reflective, we confidently learn, grow and thrive at school and beyond.

SUSTAINABILITY

We have a responsibility to the future of our school, community and planet to care for our resources and seek solutions to the challenges we face.

SOCIAL JUSTICE

We are committed to promoting fairness, to challenging intolerance and prejudice, and to advancing equality of opportunity at school and in the wider community.

ACTIVE CITIZENSHIP

We believe that the world will become a better place through the ideas, actions, advocacy and impact of Churston students today, and in the future.

HEAD OF SPANISH

To commence 1st September 2026

Full-time permanent contract

MPS/UPS + TLR2b (£5,654)

School Roll 1061 (283 in Sixth Form)



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Churston Ferrers Grammar School is a high performing selective school with a long-standing reputation for exceptional pastoral care and personal development. Academic standards are high, both in terms of attainment and progress, and the school is recognised for its innovative and inclusive classroom practice.

The school is well known in the local area for its distinctive family feel, backed up by exceptionally strong pastoral care, which ensures that all students feel able to do their very best academically. This emphasis on student welfare is underpinned by a wide range of extra-curricular activities to build confidence and self-esteem.

We are seeking to appoint a creative and enthusiastic teacher to lead our highly successful and well-resourced Spanish department. The department has a strong team ethos, which values the contributions of all the individuals within the team. The successful candidate should have a passion for Spanish and be comfortable using technology to enhance teaching and learning. The ability to inspire and motivate very able students is particularly important.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check, and references will be taken for all shortlisted candidates.

Further details are available from the school website <https://churstongrammar.com> or if you would like to find out more information and visit the school, please contact Isabelle Bright (Head of MFL) isabelle.bright@churstongrammar.com.

Please submit your application and supporting document via the online form on the vacancy page of the school website.

Closing date is 9.00 am on Monday 23rd March 2026.

Interviews will be held on Tuesday 31st March 2026.

We reserve the right to interview prior to the closing date of this advertised post and we also reserve the right to withdraw an advertised post at any time.

HOW TO APPLY

Please read the enclosed job description very carefully.

Please complete the Teaching Staff application form which can be accessed from our school website <https://churstongrammar.com/information/vacancies>. This will automatically be received by the school.

Please ensure your supporting statement relates to the competencies outlined in the job description.

If you experience any technical issues in the completion of your application, please email ITHelpDesk@churstongrammar.com with the subject title of 'URGENT – Head of Spanish application technical issues'.

CLOSING DATE FOR APPLICATIONS: 9.00 am on Monday 23rd March 2026.

INTERVIEW DATE: Tuesday 31st March 2026.

References

References will be taken for candidates shortlisted for interview prior to the interview date.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check.

Queries

If you have any queries regarding this job vacancy or would like to discuss this post in further detail, in the first instance, please contact Isabelle Bright (Head of MFL) isabelle.bright@churstongrammar.com.

Thank you for your interest in our school. We look forward to receiving your application.

JOB DESCRIPTION

HEAD OF SPANISH

Responsible to: Head of MFL

Duties

The duties outlined herein are for the Head of Department responsibilities and are in addition to those covered in your Teaching and Learning Responsibilities. They are also in addition to the duties covered by the latest School Teachers' Pay and Conditions Document and the CFGS Teacher job description.

Head of Department Purpose

The role of the Head of Department is to develop the subject throughout the school and to ensure that each student is encouraged to reach their full potential. The Head of Department is responsible for ensuring that the subject is effectively delivered and that staff and resources are well-managed. It is important that the Head of Department recognises their responsibility to keep up-to-date with developments in their subject and in other areas of education related to their role.

Accountabilities of the post

Teaching and Learning

- To ensure that teaching and learning strategies reflect the aims of the school;
- To ensure that all students are able to learn effectively;
- To liaise with the SEND department and student services teams to ensure that appropriate support is put in place in their subject for individual students;
- To organise intervention strategies to enhance attainment at all levels;
- To monitor the quality of teaching and learning across the department;
- To be responsible for the monitoring of students' progress and performance in the subject, using internal and external data as appropriate;
- To support teachers in their department to become better practitioners;
- To observe teachers in their department and share good practice;
- To coordinate enrichment activities to promote the subject and foster an enthusiasm for learning.

Curriculum

- To provide strategic leadership for the development, monitoring and evaluation of the curriculum;
- To keep up-to-date with curriculum changes and ensure that courses are updated to reflect the National Curriculum /exam specifications;
- To actively monitor and respond to curriculum developments to continually develop teaching practice and methodology;
- To regularly review schemes of work, course outlines and assessments;

JOB DESCRIPTION continued

HEAD OF SPANISH

- To ensure smooth transitions between Key Stages in the subject, including the transition from Primary School to Secondary School;
- To liaise with other members of staff in the school to develop curriculum links between subjects' areas as well as developing literacy and numeracy across the curriculum;
- To contribute to the careers provision within school including linking curriculum learning to careers.

Leading and Managing

- To liaise and line manage the Spanish Language Assistant and members of staff who predominantly teach Spanish
- To lead and inspire the teaching of their subject in the school;
- To work with the school timetable to ensure that classes are allocated appropriate teachers and classrooms;
- To contribute to the MFL department policies and development plan;
- To be responsible for liaison with the Examinations Manager about external examination entries;
- To manage the departmental budget and ensure resources are allocated efficiently;
- To regularly review the suitability of departmental resources, including physical resources and online subscriptions;
- To work with the Head of MFL to ensure a consistent approach and wider sharing of best practice;
- To effectively delegate responsibilities and tasks within the department;
- To contribute to professional development groups where appropriate;
- To support the professional development of members of the department, including non-specialist Spanish teachers (if applicable) and the induction of new members of the department;
- To carry out performance management for staff in their department in line with the school Performance Management Policy;
- To support members of the department with dealing with any behavioural and department issues;
- To ensure that appropriate cover work has been set when a member of the department is absent.
- To organise educational trips abroad, in line with the school trip offer.

Communication and Marketing

- To liaise with the Head of MFL in relation to recruiting staff to the department. This will include involvement in advertising, short-listing and interviewing;
- To attend relevant parents' information evenings as Subject Leader;
- To ensure all members of the department are familiar with the intent, implementation and impact of the curriculum;
- To ensure the school and Spanish website is updated with information about courses / schemes of work / extra-curricular opportunities;
- To ensure the quality of displays in classrooms and corridors;
- To represent the department at local / regional subject meetings.

DEPARTMENT INFORMATION

SPANISH AT CHURSTON



Mrs Isabelle Bright
Head of MFL

Spanish is a vibrant and popular subject within the Modern Foreign Languages faculty. Students begin studying Spanish in Year 7 as part of our dual-language model (French and Spanish), before selecting one language to continue through to GCSE. Spanish is offered to A Level and enjoys strong uptake within our thriving Sixth Form.

We follow the Pearson Edexcel GCSE Spanish specification, which develops confident communicators with a secure foundation in vocabulary, grammar and phonics. The course assesses listening, speaking, reading and writing, with an emphasis on spontaneous communication and real-world application. At A Level (AQA), students explore Hispanic society, film and contemporary issues, developing analytical and independent learning skills.

The MFL department is led by Mrs Bright (Head of MFL and French). In addition to specialist language teachers, the department is further enhanced by a dedicated native speaking language assistant who supports speaking, pronunciation and cultural understanding.

Spanish plays an active role in the wider life of the school, including primary language workshops led by Year 9 and Sixth Form students, enrichment clubs and cross-curricular opportunities. The department is committed to developing confident, culturally aware linguists who see themselves as global citizens.

The department promotes a communicative and learner-centred approach that prioritises meaningful use of language, metacognition and retrieval practice. The Spanish Department is looking forward to welcoming a Head of Spanish who will continue to build on this success, further develop enrichment opportunities and enhance our provision for all learners.

[KS3 4 5 Spanish](#)



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Churston Ferrers Grammar School

Greenway Road
Brixham
Devon
TQ5 0LN

Telephone: 01803 842289

vacancies@churstongrammar.com

<https://churstongrammar.com>

Headteacher

Mr James Simpson, BA(Hons), MA, FCCT

Chair of Governors

Mr Alex Foley